

2008-2009 PERFORMANCE PLAN – GENERAL COUNSEL (P. Mixon)

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
20%	Ethics Training	By April 1, 2009, provide the Board and all CalPERS staff with training, through a variety of media (including new employee orientation, computer-based training and live workshops) regarding CalPERS' Ethical Culture. Maintain records to ensure 100% compliance with mandatory training requirements. Achieve ratings of "good" or better on 90% of evaluations.	From Schedule
25%	CalPERS Enterprise-wide Projects	<ul style="list-style-type: none"> • Enterprise Transition Management: Continue to identify enterprise and division specific risks and issues. • Client (aka Internal Customer) Service: By June 30, 2009, conduct survey of Legal Office and Legal Office clients to assess effectiveness, quality and timeliness of Legal Office services. • Emerging Legal Developments: Provide the Board and CEO with reports, analysis and recommendations on emerging and active legal developments, including potential and ongoing litigation, related to public pension plans and shareowner rights. • Information Security: Provide ongoing legal advice and policy direction as a member of the Information Security Task Force. 	From Schedule
20%	Pension System Resumption (PSR) Project	<p>Continue as Executive advisor for this project to ensure that the specific project objectives are completed for fiscal year 2008-09.</p> <p>By January 31, 2009, complete Detail Design specifications for all PSR Application Development.</p> <p>Detail Design Specifications completed by Quarter:</p> <ul style="list-style-type: none"> • First Quarter: By September 30, 2008, complete the Detail Design Specifications for application Development Blocks 3, 4 and 5 • Second Quarter: By December 31, 2008, complete the Detail Design Specifications for Application Development Blocks 6, 7, and 8 • Third Quarter: By March 31, 2009, complete the Detail Design Specifications for Application Development Blocks 9 and 10 	From Schedule

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	Pension System Resumption (PSR) Project (continued)	<p>Structured Code Reviews completed by Quarter:</p> <ul style="list-style-type: none"> • Second Quarter: By December 31, 2008, complete the Structured Code Review for Application Development Blocks 2, 3, and 4 • Third Quarter: By March 31, 2009, complete the Structured Code Review for Applications Development Blocks 5, 6, and 7 • Fourth Quarter: By June 30, 2009, complete the Structure Code Review for Applications Development Blocks 8 and 9 	From Schedule
25%	Special Projects	<p>Perform special projects identified by the Board and CEO during the year, including providing strategic advice for managing the risk of emerging and complex issues. Level of performance will be judged by the Board. These projects include:</p> <ul style="list-style-type: none"> • Participate in negotiations and present for Board approval a CalRHIO proposal for CalPERS health plans. • An Annual Fiduciary Workshop, which includes but is not limited to a discussion of shareowner rights, including transparency and other corporate governance issues, and labor management issues. Achieve ratings of "good" or better on 90% of evaluations. • A Board Governance Workshop. Achieve ratings of "good" or better on 90% of evaluations. 	From Schedule
10%	Enterprise Compliance Risk Assessment and Management Plan	<ul style="list-style-type: none"> • By March 31, 2009, implement risk management plan and measurement tool that provides continued monitoring and assessment of enterprise risk. • By June 30, 2009, provide a mid-year risk assessment report to the Finance Committee. 	From Schedule
100%	Total	Qualitative Measures	